

DONAL F. KIRWAN, SPHR

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SUMMARY

Human Resources Executive with extensive experience in the areas of HR systems, administration, program development and recruiting. Demonstrated capabilities in client development as well as systems design, development and implementation. Experienced in planning and staffing start-up operations.

PROFESSIONAL EXPERIENCE

FORENSIC HUMAN RESOURCES

2000 – DATE

Managing Director

Provide forensic economic consulting services including evaluation of lost earnings capacity and expert testimony of economic damages arising from personal injury, wrongful death and employment discrimination.

KIRWAN CONSULTING GROUP

2002 – DATE

Managing Director

Provide executive search services to companies. Responsible for client marketing, candidate sourcing, interviews and candidate presentation.

LAROCHE COLLEGE – Pittsburgh, PA

2001- 2002

Adjunct Professor, Recruitment and Placement

Taught graduate level course on staffing issues and procedures. Topics included: Manpower planning; legal aspects of recruiting and selection; competency-based selection and interviewing;

BOYDEN - Pittsburgh, PA

1999 – 2002

Associate

Provide executive search services to companies. Responsible for client marketing, candidate sourcing, interviews and candidate presentation. Primary focus is developing clients among Pittsburgh's high tech community, introducing Boyden's capabilities within that market. Responsible for internal IT support.

SONY ELECTRONICS INC. – Mt. Pleasant, PA

1995 – 1999

Staffing Manager, Sony Technology Center-Pittsburgh

Responsible for managing exempt staffing process, college relations program, the internal posting program and the Employee Referral Program for the 5 manufacturing Business Units of the Sony Technology Center-Pittsburgh. As a member of the Site's HR Management Team, participated in HR decision-making processes. The Team worked with the Business Units to provide guidance, install new programs and update Site policies and procedures. Developed quantitative reports using information from PeopleSoft and Resumix including those showing Site EEO statistics and Time to Hire.

- Played a major role in the growth of this site from 600 to 2900 company members in 3 years.
- Worked with Business Unit clients to determine future manpower needs and developed and implemented the staffing plans to attract sufficient numbers of candidates to meet those needs on a timely basis.
- Investigated resume tracking systems to facilitate customer responsiveness. Recommended the purchase of and directed the installation of Resumix version 4.1, subsequently upgraded to version 5.3. Managed the installation of the new system.
- Designed and implemented the site's employee referral program. Designed the marketing material and the systems to manage the program.

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- Represented the Site in community School-to-Work programs.
- Participated on a company-wide task force to evaluate and redesign the Corporation's Staffing function.
- Initiated a re-evaluation of the STC-P hiring process to identify a speedier, less costly alternative while still maintaining the integrity, legal defensibility and quality of the process.
- Developed a program of Internet advertising/recruiting to decrease recruiting costs. Initiated Internet recruiting using free Web sites.
- Developed a college recruiting/relations program. Identified schools and professors and initiated contacts to increase Sony's visibility on campus. Arranged campus interview schedules.
- Worked with Business Unit managers to begin an intern program. Anticipated 20 openings for interns for summer 1999.
- Designed and developed Crystal 6.0 reports to manage the Site's staffing process.

PRO-TEM GROUP – Pittsburgh, PA

1994 – 1995

(Start-up firm established to provide Pittsburgh area companies with professional-level contingent employees. Responsible for marketing the firm's services. Interviewed accounting, finance and Human Resources candidates for placement with clients.)

Principal

- Developed and implemented the firm's marketing plan.
- Served as President, Pittsburgh Human Resource Association with a budget of \$200,000. The PHRA provides training services on HR topics and networking opportunities to local Human Resources professionals.

KIRWAN CONSULTING GROUP – Pittsburgh, PA

1992 – 1994

Principal

Provided clients with professional-level recruiting services. Responsible for marketing; sourcing and interviewing candidates; and assisting clients in the selection process.

- As Chairman of a trade association's insurance committee, involved in the negotiations with its health insurance carrier concerning plan design and rating structures. Responsible for oversight and problem resolution.
- Working with the carrier, installed a first-of-its-kind wellness program for the association. Responsible for monitoring its implementation and effectiveness.

THOMPSON, KIRWAN & ROBINSON

1991 – 1992

(A start-up firm providing career transition services to Pittsburgh area companies)

Vice President

Responsible for marketing the firm's services and working with executive clients to develop personal marketing plans and strategies. Developed the marketing strategy, which included organizing a target list of companies based upon revenues and employees; surveying the companies to determine clients' needs; and arranging meetings with the appropriate contacts to introduce the service. Assisted in the design of new services to present to clients.

- Designed and implemented the firm's initial marketing plan.

TEMPORARY ACCOUNTING PERSONNEL

1987 – 1991

President

ACCOUNTING PERSONNEL ASSOCIATES

1976 – 1991

Vice President

These companies provided both full time and temporary recruiting services to clients. Worked with clients to determine staffing needs; developed recruiting plans; sourced and interviewed candidates; and facilitated

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the interview and offer processes. Responsible for marketing the firms' services and sourcing candidates. Taught seminar sessions as requested for various professional groups.

- Instrumental in the start of the temporary employment business.
- Developed systems to track candidate activity and to manage both businesses.
- Designed, wrote and installed a multi-user information management system to store and retrieve information on candidates and contacts. Designed and wrote using Informix SQL product, the management reports to track activity levels.
- Served as President of the national affiliation of which APA was a member firm.

U.S. ARMY

1969 – 1975

Captain

Performed a variety of duties in both command and staff positions.

EDUCATION

MA, Industrial Relations – St. Francis College, Loretto, PA – 1983

BS, Economics – Xavier University, Cincinnati, OH – 1969

PROFESSIONAL CERTIFICATION

Senior Professional Human Resources, Society of Human Resources Management – 1995

MEMBERSHIPS

National Association of Forensic Economics

Pittsburgh Human Resources Association

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Donal F. Kirwan - List of Cases

5/2/2003	Sherie Ellis v. Michael Thompson FD90-05877	Family Court	Allegheny County, PA
10/16/2003	Mary Jo Deep v. Allen Deep 00928DR-02	Domestic Relations	Beaver County, PA
1/27/2004	Jo Lee Hamm & Charles Hamm v. Warren General Hospital, et al. 140-01	Court of Common Pleas	Warren County, PA
3/16/2004	Ann Smith v. Robert Fremeau DRS-00500099	Domestic Relations	Somerset County, PA
3/18/2004	Dionne J. Grayson & Jerome M. Jackson, Co-Administrators of the Estate of Delores Parker Jackson, Deceased V. Port Authority of Allegheny County, et al GD-03-12871	Court of Common Pleas	Allegheny County, PA
11/9/2004	Estate of William Ward v. Dubois Regional Medical Center, et al. 404-2000	Court of Common Pleas	Jefferson County, PA
11/12/2004	Donn & Marion Boggs v. Anthony N. Okibi, et al. GD-01-21995	Court of Common Pleas	Allegheny County, PA
11/29/2004	Claudia Piper v. Thomas S. Gustafson GD-02-5034	Court of Common Pleas	Allegheny County, PA
12/9/2004	Rajesh P. Mehta v. City of Pittsburgh (Office of Controller) and Tom Flaherty CA 04-0170	US District Court for the Western District of Pennsylvania	
1/4/2005	Wm E. Gregor v. Mary Favaro 02280 DR 1999	Court of Common Pleas, Domestic Relations Section, Westmoreland County, PA	
2/1/05	Sheri and James Fallon v. R.A.H. Associates, Inc. and Heartland Corp. GD-03-024024	Court of Common Pleas	Allegheny County, PA
2/8/05	David J. Birch v. Punxsutawney Electric Motor Manufacturing Co, t/d/b/a Electro-Mec, Inc. CA 03-280J	Deposition for Defense US District Court for the Western District of Pennsylvania	
2/15/05	Celeste Cook v Arnold Cook FD 02-9974-008	Court of Common Pleas, Family Division Allegheny County, PA	

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3/10/05	Jason Tripp v. Laurie Tripp 10211 of 2003	Court of Common Pleas, Family Division Lawrence County, PA
3/30/05	Robert Davis v. Sharon Lintzenich AD 00-11104	Court of Common Pleas Butler County, PA
4/26/05	Bernard Glad v. Thomas Kearns, MD and Uniontown Hospital No. 587 of 2004 G.D.	Court of Common Pleas Fayette County, PA
6/17/05	JL Carter & Diane Carter, his wife, v. State Farm Insurance 2005-33	UIM Claim Washington County, PA
7/8/05	Robin Tanner v. National City Bureau Claim #2029788	Deposition Fayette County, PA
8/12/05	Gerald Kelley v. CSX Transportation, 00-C-30	Deposition Ohio County Circuit Court, WV
8/16/05	Daniel Kushner v. Horzempa, Rohde 11721 of 2002	Court of Common Pleas Beaver County, PA
10/11/05	James Mazzarini v. PennDOT 10521 of 2002, C.A.	Court of Common Pleas Lawrence County, PA
10/13/05	Robert Shearer, Trustee v. Pamela A. Lee, Defendant 05-27255-MBM	US Bankruptcy Court, Western District of Pennsylvania
10/19/05	Forrest McIver and Evelyn McIver v. Borg-Warner Automotive, et al. AD 2004-176	Court of Common Pleas Crawford County, PA
10/20/05	Michael Livingood v. Cianelli Realty Corporation 2001-1304	Court of Common Pleas Washington County, PA
11/16/05	Chad E. Mahle and Karla K. Mahle v. Eighty-Four Mining Co, et al GD 03-14440	Court of Common Pleas Allegheny County, PA